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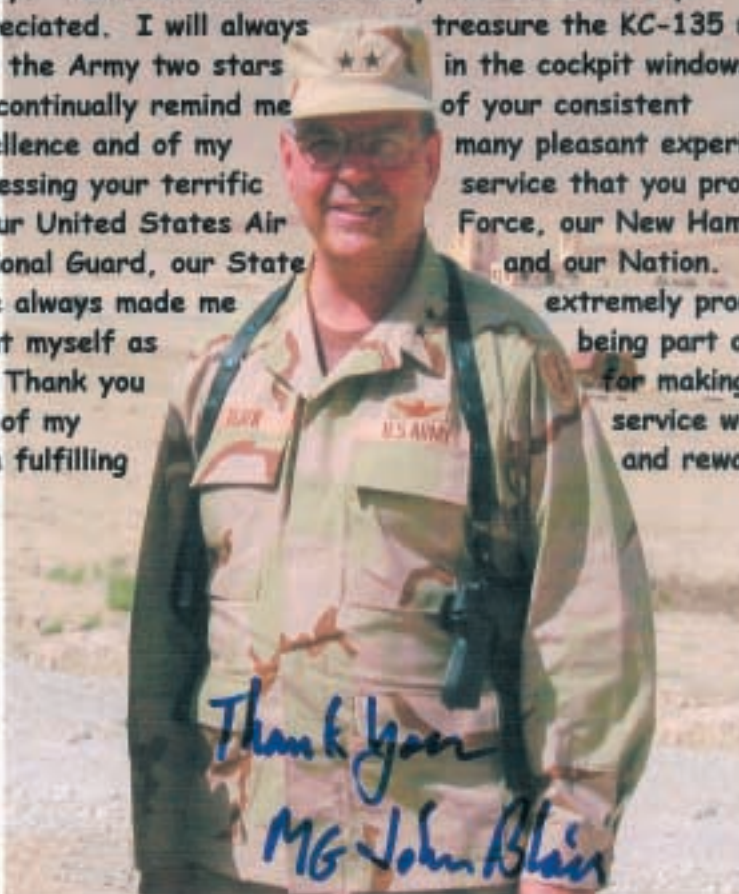
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Dear Men and Women of the 157th Air Refueling Wing,

I want to thank you all for making the night of our Military Ball such a wonderful night for Sharon, me and our family. Your sentiments were very kind and sincerely appreciated. I will always treasure the KC-135 model with the Army two stars in the cockpit windows. It will continually remind me of your consistent excellence and of my many pleasant experiences witnessing your terrific service that you provide to our United States Air Force, our New Hampshire National Guard, our State and our Nation. You have always made me extremely proud to count myself as being part of you. Thank you for making every day of my service with you both fulfilling and rewarding.



Commander's Column



By Chief Master Sgt. David L. Eaton

At the Commanders Call in December I gave a brief synopsis of the Air National Guard Mission Driven Mentorship Program. It was impressive to me that just after the speech, several members of our unit talked to me, obviously interested in the concept.

I have presented the program to the Commanders at the Military Commanders Staff meeting and they gave it their endorsement. I expect some of them will be forthright in becoming members of a pool of available Mentors. It is very important to realize that participation in this program is entirely voluntary and open to everyone.

The primary goals of this ANG MDM initiative are to build relationships, help to create higher performance teams, and to teach and pass on 16 Enduring Leadership Competencies, as established by the Air Force and agreed upon by the Guard.

My goal is to strengthen collaboration within the organization and have formal mentoring established as an integral part of our culture. Encompassed within three separate elements: Personal Leadership, Leading People and Teams, and Leading the Institution. The competencies include: Inspiring Trust;

Assessing Self; Influencing Through Win/Win Solutions; Promoting Collaboration and Teamwork; Embracing Change and Transformation; and also Attracting, Retaining, and Developing Talent. In a nutshell, it is the aspects of "talent development", "entirely voluntary" and "available to everyone" that I see as most important for the New Hampshire Air National Guard.

This initiative has my utmost support, but please remember that this is not my program. Wing Human Resource Advisor, Senior Master Sgt. Val Morgan and State Human Resource Advisor, Senior Master Sgt. Bill Frament have ultimate responsibility for this program. Senior Master Sgt. Frament has already been trained as an Air National Guard Mentoring Process Coordinator and is well versed in the MDM program.

Also understand that previous attempts in the USAF and the Guard, to develop formal mentoring programs, have been met with failure. I'll be emphasizing a protracted approach to preclude a 'flash in the pan' effort.

Certainly more to come soon. I'm optimistic about this program for our collective culture and will be whole-heartedly supporting it for the betterment of the future.



The Granite State REFUELER



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The Refueler welcomes articles and ideas that will improve the paper. If you have suggestions for feature or specific articles, please contact the PA office at x3413/3577, or your Unit Public Affairs Representative (UPAR).

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Military Gets New Pay System

Reprinted here with permission of Tom Philpott whose syndicated column, Military Update, appears in daily newspapers near military bases nationwide.

Starting in March, the Defense Finance and Accounting Service will phase in a new, more reliable and effective pay system for the military.

Called the Forward Compatible Payroll (FCP), it promises far fewer errors, an easy-to-understand Leave and Earnings Statement, and instantaneous adjustments to pay records.

FCP "should have a huge impact on our efficiency in providing pay services," says Sue Schallenberg, director of the Military Pay Operations Transition Group.

The phase-in of FCP will begin with the Army Reserve and National Guard in March, followed by active duty Army in July, the Air Force next November and the Navy Department, with its more complex shipboard environment, in March 2006.

That will mark the end of a problem-plagued pay system developed during the Vietnam War.

The current Defense Joint Military Pay System (DJMS) actually is two systems, one for active duty and another for reserve component forces. The two are compatible only with enormous effort, say DFAS officials.

The reserve system was designed to pay members for weekend drills and two weeks active duty a year.

Relying on it to provide accurate and timely pay to a few hundred thousand mobilized reservists has

been difficult, requiring frequent manual > intervention which raises the risk of errors.

Indeed, the Government Accountability Office blamed the reserve pay system in part for a plague of pay errors that hit Army Reserve and National Guard members mobilized since 9/11 to guard the nation and fight in Afghanistan and Iraq. GAO studied a sampling of



mobilized units and estimated that more than 90 percent of activated soldiers suffered the frustration of significant errors in pay in 2002 and 2003. DFAS and the Army have taken aggressive measures since to ease the errors.

With FCP, permanent relief is on the way. Schallenberg in Denver and Sylvia Hanneken, program manager for military pay system transition in Cleveland, discussed FCP and the system it will replace in a phone interview.

The current system is written in a programming language developed in the late-1960s. So it is cumbersome, fragile and woefully inadequate to handle recent complex changes to military pay.

If Congress approved a new pay feature, like Assignment Incentive Pay, it takes on average 12 to 18 months to automate such payments. Some pays, such as medical bonuses, can't be programmed.

"The work force within DFAS is

actually computing and manually manipulating members' pay to make sure that they are getting the right pay," said Schallenberg.

The new system will end the need for 95 percent of current "workarounds" for reserve mobilization and new pays, said Schallenberg, and allow DFAS to shift work-force focus to "prevention rather than after-the-fact corrections."

Service members will see a full and clear list of entitlements and the amounts paid, allowing them to better understand and manage their paychecks.

The current software is so old and inflexible that when states change their tax rates, DJMS has to be reprogrammed, which can take 12 to 18 months.

That's why a surprisingly high proportion of service members every year receive corrected W-2s, or Wage and Earning Statements.

The new program, by contrast, will use existing commercial tax packages that contractors are obligated to keep up-to-date with the latest state tax laws to allow timely recalculations of member tax liabilities.

FCP will restore member confidence in their pay system, particularly among those aware of pay problems suffered by mobilized reservists, said Hanneken.

It will eliminate system challenges that led to operational problems, she added, and ultimately benefit all service members.

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A big Congratulations goes out to



Airman of the Year: Senior Airman Jessica Bell has been with the 260th Air Traffic Control Squadron since Jan. 17, 2003.

Criteria: To be eligible for Airman of the Year one must be an E-1 to E-4. Leadership and Job performance in Primary duty, Significant Self-Improvement, and Base or Community Involvement are the three categories that one must exceed in. Winners of this award will also go on to compete at the Air National Guard Level.

Excerpts from her nomination form: Senior Airman Bell accelerated her upgrade training and her combat skills training, achieving certification in half the normal time, so that she could be eligible to deploy in support of Operation Iraqi Freedom. While deployed to Kirkuk AB, Iraq in the summer of 2004, she showed courage under fire by alerting base personnel and passing mortar impact coordinates during seven airfield attacks. She was also named Airman of the Quarter of Kirkuk AB, Iraq.

Military Officers Association Outstanding First Term Airmen of the Year:

Senior Airman Lonnie Major is a Fuels Management Journeyman with the 157th Logistics Readiness Squadron.

Criteria: The MOA award is presented to an enlisted member that has six or less years of service, all of which must be in the New Hampshire Air National Guard as a traditional member. The selected candidate must excel in job knowledge, cooperation, additional duties, volunteer work that is not part of one's job, job-related volunteer work, and training.

Excerpts from his nomination form: Senior Airman Major was directly involved with the off-loading of two million gallons of fuel this past year in support of Operation Noble Eagle and Air Mobility Command's Airbridge mission at Pease ANGB. His attention to detail and customer focus enabled him to prevent fuel-related mission delays or cancellations. His contributions to a four man vehicle checkpoint, demonstrated to the IG inspectors during the June 2004 Unit Compliance Inspection, were noted as "Best Seen to Date" by the IG team.

His work on improving the management and control of hazardous waste material cleanup kits made a significant contribution to the Fuel Flight receiving and Outstanding rating for the June 2004 UCI. This was the highest grade given up to that time to an ANG Fuels Flight.



The Spirit of Hope Award: Tech. Sgt. Nancy Young is a Vehicle Operations Craftsman with the 157th Logistics Readiness Squadron.

Criteria: The Spirit of Hope Award is named in honor of Bob Hope and recognizes enlisted members in the grade of E-1 to E-6 who embody the values of men and woman in the military: duty, honor, courage, loyalty, commitment, and integrity. The member must be an outstanding performer in his or her specialty and must be active in the local community or on base.

Excerpts from her nomination form: While assigned to the 2632nd Air Expeditionary Force Truck Company, stationed in Iraq, Young demonstrated her leadership skills when assigned as the Sergeant of the Guard, commanding all of Camp Anaconda's control towers, which provided security for this strategically important installation. She participated in moving the 1st Armored Division out of Iraq. During this time, as a fire team leader, she was on the road and in harms way, living on the side of the road and providing security for convoys around the clock for over 45 days. The mission was a tremendous success, accumulating over 4,500 accident free miles. During one mission, she and her team engaged the enemy after their convoy was hit with an Improvised Explosive Device (IED), while the convoy drivers focused their efforts on recovering the damaged vehicle. Her efforts enabled the convoy personnel to regain control of the convoy and return safely to base. General Buchanan subsequently recognized her for her courage under fire. In camp, Young helped camp morale by organizing morale activities for her fellow soldiers and airmen. At home, she actively supports the local Boy Scout Troop and also volunteering for her parish clothing drives and church bazaars. She is the perfect combination of combat leader and tireless "soccer mom". Bob Hope would be very proud of the NHANG's nomination for the national award named after him.

the 2004 Annual Award Winners!



NCO of the Year: Staff Sgt. Lewis has been with the 260th Air Traffic Control Squadron since Oct. 25, 2002.

Criteria: To be eligible for NCO of the Year one must be an E-5 or an E-6. Leadership and job performance in primary duty, significant self-improvement and base and/or community involvement are the three categories one must exceed in.

Excerpts from his nomination form: His alertness and quick reaction may have saved a C-130 at Kirkuk AB, Iraq when he alerted Explosive Ordnance personnel to "Check Fire" when the aircraft inadvertently overflowed a hot blast zone near the runway.

He was handpicked to develop a training plan and local area guides for incoming personnel in subsequent Iraqi Freedom rotations. This enhanced combat mission readiness by reducing the spin-up time of new personnel rotating into Kirkuk. He was recognized as NCO of the Quarter at Kirkuk AB, Iraq for the summer of 2004.

Senior NCO of the Year: Master Sgt. Phil Cote works in the 157th Logistics Readiness Squadron Transportation Flight.

Criteria: To be eligible for Senior NCO of the year one must be an E-7 to E-9. Leadership and Job performance in Primary duty, Significant Self-Improvement, and Base or Community Involvement are the three categories that one must exceed in.

Excerpts from his nomination form: He volunteered to deploy to Iraq where he was part of a first-ever integrated Army/Air Force convoy mission which provided Gun Truck support to convoys carrying much needed fuel and other supplies to the war fighters. His patience and communication skills proved to be essential to the task of resolving the inevitable misunderstandings between components with different unit cultures.

His superior leadership skills were recognized by his commanders when he received combat field promotions from squad leader to platoon sergeant and, ultimately, to platoon leader. He was directly responsible for 35 combat troops. On April 27, 2004, Master Sgt. Cote's convoy was attacked, wounding two Airmen and taking out two trucks. He ordered his gun trucks to form a defensive perimeter, which defended the convoy enabling the safe recovery of all personnel, and the two damaged trucks. Cote was awarded the Bronze Star for his leadership and courage. He was also awarded the Army Combat Badge, an honor rarely bestowed on Air Force personnel. He was recognized as NCO of the Quarter at Kirkuk AB, Iraq for the summer of 2004.



First Sergeant of the Year: Master Sgt. John Symington is First Sergeant for the 157th Logistics Readiness Squadron.

Criteria: To be eligible for this award the member must be a First Sergeant. Leadership and job performance in primary duty, significant self-improvement and base and/or community involvement are the three categories one must exceed in.

Excerpts from his nomination form: Master Sgt. Symington introduced a Squadron NCO Council and a Logistics Readiness Top Three Council to improve communication in the squadron, mentor lower ranking members, and improve esprit de corps.

He introduced, edits and publishes a monthly squadron newsletter that is one of the finest in the Wing. He deployed to Incirlik AB, Turkey in April 2004 in support of Operation Enduring Freedom. His untiring devotion to duty helped to ensure the proper in and out-processing of deploying and re-deploying personnel during a period of increasing ops-tempo and force augmentation.

His attention to safety, discipline, and unit morale helped to ensure successful mission accomplishment for the duration of the deployment.

Other Award Winners



Company Grade Officer of the Year: 1st Lt. Kenneth Leedberg is the Director of Family Readiness for Joint Forces HQ-NH and the primary advisor to the TAG on family issues.

Criteria: Member must be an officer to be eligible for the Company Grade Officer of the year. Fulfilling their unit mission, key duties and responsibilities are the three categories that one must exceed in.

Excerpts from his nomination form: 1st Lt. Leedberg justified and secured a quarter of a million dollars from NGB to staff and equip six Family Assistance Centers throughout the state.

He provided a 24x7x365 hotline for family emergencies and concerns, dealing with everything from frozen pipes to potential suicides. The hotline received 350 calls since January 2004.

He established a NHNG Family Support website that keeps families connected to new information, discount/free tickets, calendar of events, and rumor control.

He is one of five state directors selected to participate on the NGB Family Readiness Transition Workgroup. A joint team focused on improving and moving family readiness to a "total force" initiative.

The Post 6977 VFW Airman of the Year Award goes to Senior Airman Lindsey Watson-Kirwin from the 157th ARW Public Affairs office.

Senior Airman Watson-Kirwin has exhibited outstanding initiative and adaptability while PAO and Editor were TDY, assuming the editorial duties for the Refueler, a job typically performed by a senior NCO, and has been responsible for the entire editorial process.

She assisted in the Unit Compliance Inspection, working long hours updating biographies of key personnel and compiled and assembled UCI IG team welcome binders. Due to her thorough and creative work, the binders included a variety of information that ensured the inspection team had a smooth in-brief and visit to Pease.

Senior Airman Watson-Kirwin shows significant self-improvement by consistently improving job knowledge and proficiency through a combination of experience and self-studies. She seeks out new opportunities to improve her value to the organization, proactively pursuing attendance at advanced courses in her career field. She has also been an active volunteer for many base or community events such as the Special Olympics, Lions Club and recruiting efforts at Dover Apple Harvest Day.



The Post 6977 VFW NCO of the Year Award goes to Tech. Sgt. David A. Miller from the 157th AMXS/MXAA.

Tech. Sgt. Miller was crew chief on a mission transporting the Vermont TAG and VIPs to SKOPJE Macedonia. He was also deployed to Incirlick AB Turkey April 2004 in support of Operation Enduring and Iraqi Freedom. He mobilized and remained on MPA tours in support of Operation Noble Eagle and the Northeast Airbridge and has deployed numerous times over the past few years with minimal notice and for extended periods of time.

He is attending college part-time and has used the CLEP program to work towards his CCAF degree.

He volunteered to overhaul all of the aircraft tail stands, which took 20 to 30 hours for each aircraft.

Miller also worked as a job shadow participant, which allowed high school kids the opportunity to work with him on aircraft for the day to get them interested in trade and increase chances of enlistment.

Tech. Sgt. Millers attitude and work ethic are terrific and he is a true citizen soldier.

Continuing your AF education

By Tech. Sgt. Michael Caracoglia

Satellite NCO Academy - The next Satellite NCO Academy to be held here at Pease is scheduled from Jan. 18, through April 28, 2005.

Classes meet each Tuesday and Thursday night from 7 to 11 p.m., culminating in a two-week resident course from May 2, to May 13, 2005. There may still be seats available if you are interested in attending. Please contact Tech. Sgt. Caracoglia at x3511 as soon as possible.

Officer and Enlisted PME: Don't let the lack of Professional Military Education (PME) stop your chance for career advancement! There are many ways to accomplish PME, whether it's through a correspondence or resident course...the Air National Guard recognizes both in promotion criteria. Contact your supervisor about your interest in PME.

All Correspondence courses are available when you meet the minimum requirements:

Course 00001- Airmen Leadership School: E-4 with minimum 48 months time in service without a 5-skill level/E-4 with minimum 42 months time in service with a 5-skill level in their Primary AFSC/E-5 promoted to SSgt under the EPME Air Force promotion deferment policy

Course 00006 - NCO Academy: E-5 with at least 96 months time-in-service with a 7-skill level in their primary AFSC/E-6 with a 7-skill level/E-7 promoted to MSgt under the EPME Air Force promotion deferment policy.

Course 00012 - Senior NCO Academy: E-7 (no minimum time in service required) E-8 promoted to SMSgt under the ANG EPME deferment policy

Course 28 Squadron Officer School: Any US armed forces officer (active duty, Reserve, or National Guard) in the grade of captain (O-3) or above is eligible (selects are not eligible, see note below)

ACSC Distance Learning: ACSC programs are offered to Active duty and non-extended active duty (Reserve and National Guard) major selects and above in all US military services.

Air War College: Lieutenant Colonel selects and above. For Enrollment...Enlisted personnel: Contact your Unit Training Manager. Officers: Contact Base Education at 430-3511.

Enlisted Residence Courses: ALS and NCO Academy are offered at bases throughout the country. You may only request a base in your geographical area within 45-90 days prior to the class start date (CSD). If you can attend a course within 45 days from CSD and there are seats still available, you may be able to attend a class outside of the geographical area. The exception is the Training and Education Center, (TEC) at McGhee Tyson ANGB, TN. You can request to attend the TEC without geographical restrictions. Contact your supervisor and/or UTM about applying.

Senior NCO Academy: The Senior NCO Academy is located at Maxwell AFB, AL at the Gunter Annex. We are now accepting applications for fiscal year 06 classes. Here are the 06 class dates:

06-A: 26 OCT 05 – 14 DEC 05
06-B: 06 JAN 06 – 23 FEB 06
06-C: 28 FEB 06 – 13 APR 06
06-D: 01 MAY 06 – 15 JUN 06
06-E: 29 JUN 06 – 15 AUG 06
06-F: 01 SEP 06 – 19 OCT 06

If you are interested in attending contact me at x3511 for the application requirements. All completed application packages for FY06 need to be submitted to Base Education by April 8, 2005.

Officer Residence Courses:

Squadron Officer School

The Squadron Officer School is located at Maxwell AFB, AL. If you are interested in attending, contact Tech. Sgt. Caracoglia at x3511 for the application requirements. Applications are accepted 45 days prior to the Class Start Date. Below are the class dates

Education cont on PG 12

Did you know?

The 96th Air Force Uniforms Board recently authorized the wearing of backpacks over both shoulders. Additionally, they authorized only a solid-color black backpack with blue uniform combinations and solid black, olive drab or woodland camouflage backpack with battle dress uniforms.



Ceremony welcomes our new Adjutant General

(NHANG Photos by Staff Sgt. Dawn Finniss and Senior Airman Lindsey Watson-Kirwin)



General of the N.H. National Guard



Family Program Updates

By Bonnie Rice, Family Program Coordinator



Building 16, Pease ANGB
Phone: (603)-430-3545
bonnielee.rice@nhpeas.ang.af.mil
Emergency 24-hour hotline: 1-800-472-0328

Happy New Year from the Family Program!! *Thank you for your outstanding support of the 157ARW Family Readiness Program during 2004. We hope that you have an outstanding 2005!!*

YOUTH INFO

CHILDREN'S ROOM – Wing Commander's Call: I would like to recognize maintenance for opening up their Children's Room to all our Wing Children during the Wing Commander's Call. Master Sgt. Tammy Lakemper, this year's organizer, did an outstanding job! A special thank you needs to go out to Tech. Sgt. Kelly Gurney, who is TDY here from Pittsburgh, PA, she volunteered to assist during the day, as well as, putting together some beautiful crafts and snacks (all done from her hotel room) for the kids during the days activities. Kelly created some adorable dessert "hamburger and french fries" (ask your children about these). Chief Master Sgt. Jackie Page and Staff Sgt. Florence LeMay assisted in the Children's room along with three junior volunteers, Jessica Lavoie, Brittany LaKemper and Brandie Rice.

Thank you to all of our volunteers, your efforts contributed to a wonderful holiday experience for all the children to enjoy.

Three additional volunteers that need to be recognized

for their continued support to our military children are the clowns, Topper, Delight, and Oliver. Two of the clowns, Topper and Delight have volunteered for every event that I have invited them to. These events have included the VFW Spring and Winter Holiday parties, the Red Hook Operation Thank You as well as the Children's Room. Be sure to thank them whenever you see them for their outstanding support. This community support is invaluable.

YOUTH EVENTS The Family Program has been working with the Counterdrug Office in Concord to provide monthly activities for our Guard Youth. Unfortunately, as of Refueler print date, the January activity had not been planned – please call the Family Program Office at 430-3545 for details for your youth. I encourage you to add your name to the Family Program email listing for updates on youth events.

NH NATIONAL GUARD MILITARY FAMILY SKI DAY Mark your calendars, I have scheduled Sunday, Feb. 27, 2005 from 8 a.m. – 4 p.m. as our Family Ski Day at Pats Peak, Henniker, NH. Additional details will follow. We are hoping to have tubing, Nastar Races, and fun for all. Any suggestions or volunteers for this event are invited to call Bonnie Rice at the Family Program Office.

DISCOUNT SKI TICKETS

The Portsmouth Naval Shipyard has the following discounted ski tickets available to our military family. Attitash, Black

Mountain, Bretton Woods, Cranmore, Gunstock, Loon Mountain, Waterville Valley, and Wildcat. Call the shipyard for prices and details at 207-438-1514 or 2713.

YELLOW PAGES With winter upon us, remember that there are fellow military families in both our NH Air National Guard unit as well as in the New Hampshire Army National Guard and the Reserves that have their military members still deployed during our snowy season. Please take the time to let those families know that we are thinking of them by volunteering to support them through our "Yellow Pages."

For info regarding the Yellow Pages call the Family Program Office at 430-3545. We have had many requests for assistance with snowplowing. Please let us know if you are available to assist our families. I would also encourage you to ask the military families in your community if they need any assistance. Perhaps you could surprise them by plowing their driveway.

YOUR GUARDIANS OF FREEDOM AND THE AIR FORCE "SPOUSE" PIN PROGRAM

Just a reminder, there is now a pin that you can order and have sent directly to your spouse to recognize his/her support or your military career!

To request your spouse pin go to [HTTP://WWW.YOURGUARDIAN-SOFFREEDOM.COM](http://WWW.YOURGUARDIAN-SOFFREEDOM.COM) and follow

Family cont. on PG 12

The 157th Maintenance...Matters

December Drill highlights.

During Lt. Col. Burns' Commanders Call the following awards were presented to members of the Maintenance Group.

The Greg M. Wilson Maintenance Person

This award is handed out in honor of Tech. Sgt. Greg M. Wilson to a 157th Maintenance person who best exemplifies his qualities. Greg, a USAF Vietnam Veteran, served with the 157th for fourteen years. He was a dedicated individual who demonstrated outstanding Job Knowledge, Leadership and Dedication. Greg's most important trait was his ability to get along with anyone. Tech. Sgt. Greg Wilson was killed in an accident during a deployment at Bitburg Air Base, Ger. This year's award recipient clearly demonstrated the characteristics of Greg M. Wilson. His solid technical skills, dedication to the mission, military appearance, and courtesy were clearly representative in the interviewing process. Most importantly, he mirrored Greg Wilson in that he was the go to guy in the Aircraft Inspection Section. This year's recipient was very active in community events; he participated in the United Way Day of Caring, and works with the Veterans Administration. The 2004 Greg M. Wilson Maintenance Person is **Tech. Sgt. David G. Bartlett** of the Inspection Section.

Crew Chief of the Year

Crew Chief of the year Award recognizes a member of the Aircraft Maintenance Squadron (AMXS). It was created in 2003 under the guidance of its former squadron Commander, Lt. Col. Steve Greco. The Crew Chief award is given to an outstanding Crew Chief who in the eyes of his peers goes above and beyond his/her daily duties and responsibilities. All members of the Squadron are eligible and encouraged to select a candidate whom best displays the attributes of the Crew Chief of the Year. In its initial year, Master Sgt. John Morris was the winner. The winner of the Crew Chief of the Year Award for 2004 is **Staff Sgt. Brian Barber**. Staff Sgt. Barber is a Traditional Guardsmen who has been a member of the MXG Group since 1998. Prior to his time in the Guard, SSgt. Barber was a crew chief with the 509th working on FB-111's. Currently Staff Sgt. Barber is serving on and MPA tour in support of the Northeast Tanker Task Force.

Maintenance Group "Ironman"

"Fit to Fight" - 30 July 2003 General Jumper wrote an article announcing the new fitness program

he was getting ready to release. Here are some excerpts from the article: "Our superb Total Force performance in Operations ENDURING FREEDOM and IRAQI FREEDOM secured our reputation as the greatest Air Force in the world... When looking at our Air Force overall, I am very pleased. One aspect of our Total Force that does need improvement, however, is our physical fitness.... My belief is that we are a much different Air Force today. We deploy to all regions of the world, living in tent cities and working on flight lines in extremes of temperatures. Some of our airmen today are operating from inside Iraq, subject to attack, and could be called upon to help defend the base,... The amount of energy we devote to our fitness programs is not consistent with the growing demands of our warrior culture...We will soon release a new fitness program that gets back to the basics of running, sit-ups, and pushups....The message is simple: if you are out of shape, fix it...."

I thought it was important to recognize this new fitness program and decided to create a new award for the Group, aptly called the "Ironman Award." Why call it the Ironman? Good question, a short history of the Ironman is in order. Ironman triathlon had the humblest of beginnings, as a bunch of Navy Seals, stationed in Hawaii were discussing who were the fittest athletes in the world. Were swimmers, cyclists or runners the fittest? Navy commander John Collins decided there was only one way to find out and that was to do all three at once. So on Feb. 18, 1978, 15 competitors decided to put themselves to the test by swimming 2.4 miles, biking 112 miles and running 26.2 miles. "Whoever finishes first will be call the Ironman." Collins said. And thus, Ironman triathlon was born. Now granted we neither swim nor bike, so we substitute sit-ups and pushups to complete our grueling triathlon. The Ironman competition is open to both male and female, and either can earn the title of Ironman.

I felt it was fitting to recognize the top three individuals with the highest fitness scores in the Group. The individual with the top score was awarded a certificate, a plaque, and the dubious title 157th Maintenance Group "Ironman"

Ironman - Master Sgt. R. Tim Long

2nd - Senior Airman Joel Verrill

Maint. cont. on PG 14

Family cont. from PG 10

the directions beginning with "Click here to register - a password and username will be returned to you directly via email for you to use when placing the order and then you order the pin and it is shipped to your spouse -

Family Program Thank you

I would like to again thank Ann Hebert, Donna Sears and Brigid Duggin for their outstanding support of our monthly Family Support Group Meetings. They have all been wonderful at assisting with the meal as well as with our childcare. This month the children made "Welcome Home" signs as most of their parents of this group were returning during December and January.

Air Force One Source Info

Air Force One Source—any time of day, wherever you are. So get in touch with us today. We have consultants who speak Spanish and offer simultaneous translation into more than 140 other languages. TTY/TDD and accessibility Web site also available.

Online: www.airforceonesource.com

User ID: airforce Password: ready

From the U.S.: - 800-707-5784

International: - 800-707-57844

International collect: 484-530-5913

En español, llame al 1-800-375-5971

TTY/TTD: 1-800-346-9188

Education cont. from PG 7

remaining for FY05:

Class	Start Date	End Date	Package to BETO
2005D	11-Apr-05	13-May-05	10-Feb-05
2005E	31-May-05	1-Jul-05	1-Apr-05
2005F	25-Jul-05	26-Aug-05	26-May-05

Air Command and Staff College and Air War College:

The application for academic year (AY) 06 has passed but if you are interested in attending in-residence, now would be the time to start researching these opportunities. AWC and ACSC are now degree granting schools. AWC offers a Masters in Strategic Studies and ACSC offer a Masters of Military Operational Arts and Science degree upon completion. Correspondence and Air Reserve Component Seminar are not eligible for the Masters degree. If interested contact Tech. Sgt. Michael Caracoglia of the Base Education and Training Office to place your name on the list of interested candidates. When the announcement for AY07 is released, we will forward the announcement to you.

Recently, I attended a workshop of CCAF advisors for the Guard and Air Force Reserve. It was an extremely informative workshop that gave me a better understanding of the policies and procedures CCAF uses to award your degrees. Here are a few questions I came away with that seem to be

Promotions

Senior Airman

Jonathan A. Day

Staff Sergeant

Kenneth F. Kelley
John H. McCabe III
Adam L. Hart

Technical Sergeant

John P. McDowell
Mark A. Foster

Master Sergeant

Gary R. Damour
Philip A. Plourde
Michael W. Juranty
Tracy M. Hoag

Senior Master Sergeant

Timothy M. Pellowe

Captain

Nelson E. Perron
Nicholas J. Scola

common issues throughout the Air Force:

I attended the NCO Academy in residence so why doesn't that credit count towards my oral communications (Speech)?

Oral Communications are part of the general education requirements. As a college, CCAF does not offer any general education course work. Since CCAF is accredited by the Southern Association of Colleges (SAC), SAC requires that GER be 100% from civilian courses with the level of instruction from a person with their masters in the subject being taught or have a masters degree with 18 graduate semester hour credits in the area being taught. Since the in-residence NCO Academy is not a civilian school and most likely the instructor does not have the Master degree requirement the course is not transferable towards your degree program. One suggestion is that soon after your return from the Academy you take a CLEP or DANTES exam if you need oral communication to graduate.

I have a CCAF Information Management degree. Can I earn my Human Resource Management degree?

No. If you already have earned the Information Management degree you cannot earn the Human Resource Management degree since they are the same degree just with different names and

Education cont. on PG 14

A Fond Farewell to Two Chiefs



Lt. Col. Scott Normandeau presents a shadow box to Chief Millette.

(NHANG Photo by Tech. Sgt. Mark Wyatt)

Chief Master Sgt. Llewellyn M. Millette was born and raised in Rochester, N.H. He began his long and distinguished military career in May 1964 by enlisting in the United States Army at the age of 19. He completed US Army BMT at Fort Dix, N.J. and completed his military occupation specialties training as a Heavy Duty Equipment Operator at Fort Belvoir, Va. Subsequently, he served two years in France and six months in Germany, returning to Rochester, N.H. In December 1967, Chief Millette started his civil service career at the Portsmouth Naval Shipyard, N.H., retiring in August of 1996 with 32 years of service.

Chief Millette joined the NHANG traditional force in September 1977 as a crew chief on the KC135. In October of 1987, Chief Millette changed career fields and became a Base Training Office specialist in the Military Personnel Flight. While performing in this capacity, then Tech. Sgt.

Millette ran the monthly New Comers Orientation and Ancillary Training for the Wing. He also conducted staff assistance visits for the Wing's Training Managers. In 1993, then Master Sgt. Millette made his final career move and joined the Communication Flight as a Plans and Programs Specialist. It was at this time that the Wing Local Area Network (LAN) was beginning and through his diligence Master Sgt. Millette was instrumental in making it a success. Chief Millette was also heavily involved with the Minuteman Fund and MWR Program, and has organized many Wing and Communication Flight social functions.

Because of his many years of experience, Chief Millette has been the go-to-person for just about any nameable task and has very graciously shared his vast knowledge and experience with many people. Chief Millette retired from the ANG on Oct. 30, 2004 with over 30 years of military service.

Chief Millette has been married to Shirley M. Caplette for over 36 years. He's a devoted, loving husband and father. Together, they have raised a son and a daughter, Aaron and Stephanie. Chief Llew and Shirley now enjoy spending many hours with their three grandchildren.



Brig. Gen. Ken Clark presents Chief Morgan with a flag.

(NHANG Photo by Staff Sgt. Dawn Finniss)

Chief Master Sgt. Stephen S. Morgan has 37 years in the service. Upon retirement he was Chief Boom Operator for Training assigned to the 157th ARW, NHANG.

Chief Morgan was born in Bangor, Maine on Nov. 11, 1949, and moved to Pembroke, N.H. in 1951. He started building and flying radio controlled airplanes when he was only eight years old. At 15, he competed in the National Radio Control Championship meet at Willow Grove Navel Air Station, Pa., where he placed second in the nation. At 16, he began working at Concord Municipal Airport in exchange for flying lessons. Within a year, he had earned enough flying time for his private pilot license.

In December 1967, he enlisted in the NHANG as an engine mechanic, and became a full-time employee in 1971.

He was assigned militarily to the Operations Division in November 1975, and started his career as a boom operator. In 1978, he was selected to represent the 157th in the Strategic Air Command's

Bombing and Navigation Competition. In October 1987, as a result of extinguishing an APU fire in Aircraft 59-1448, he was awarded the Airman's Medal for heroism and was credited with saving a multi-million dollar asset. He was the first person in the history of the NHANG to receive this medal.

In April 1987, he graduated from the Strategic Air Command's Central Flight Instructor Course. He has continued his education through the CCAF.

In 1991, Chief Morgan was reassigned within the Operations Division from the Aircrew Scheduling Office to the Standardization/Evaluation Section. During his tenure as the stan/eval boom operator, he himself received a total of nine flight evaluations from Higher Headquarters.

Soon after being promoted to his current rank in September of 1996, Chief Morgan was selected by the Chiefs Group to represent the entire enlisted force of the 157th ARW as their Senior Enlisted Advisor. Shortly after assuming this role, the Air Force renamed the position, Command Chief Master Sergeant.

Chief Morgan is married to Senior Master Sgt. Valerie R. Morgan. Together, they have a total of four children and five grandchildren.

Maint. cont. from PG 11

3rd - Senior Master Sgt. Greg Vincent

4th - Tech. Sgt. Dawna Noel

MAINTENANCE GROUP PROMOTIONS

Staff Sergeant

John McCabe (MXS-Avionics)

Adam Hart (AMXS)

Technical Sergeant

John McDowell (MXS-Propulsion)

Merrill Boston (AMXS)

Master Sergeant

Michael Juranty (MXS-Propulsion)

Tracy Hoag (AMXS)

Senior Master Sergeant

Timothy Pellowe (AMXS)

RETIREMENTS

SMS Kenneth R. Rowe (MXS-Aerospace Ground Equipment)

MSG Matt Webber (MXS-Avionics)

TSG Richard Jones (MXS-Avionics)

CMSgt Robert Manseau (AMXS) -Jan 2, 2005

MSgt John Morris (AMXS)-Jan 8, 2005

MEDALS AWARDED and RECOGNITION

Senior Master Sgt. Kenneth R. Rowe (MXS-AGE) Meritorious Service Medal

Tech. Sgt. Richard Booker (AMXS) Commendation Medal

Master Sgt. Kevin Mead (AMXS) Commendation Medal

Maste Sgt. Gary Enos (AMXS) Commendation Medal

Senior Airman Brian Wheeler (AMXS) Achievement Medal

VFW NCO of the year

Tech. Sgt. David Miller (AMXS)

SNCO MXS Squadron

Master Sgt. Gary Enos (AMXS)

Tech. Sgt. Frank Stephens (FAB) Received a Letter of Appreciation from Capt. Jeff Denton for his work on the Safety of Flight (SOF Truck) Modification.

Tech. Sgt. Mike Paquin and Tech. Sgt. Glen Patterson were recognized by Chief's Group, and presented with NHANG CHIEF coin for their work on the Chief's coin.

Tech. Sgt. Clermont JJP Boutin & Tech. Sgt. Jeffrey Floyd were honored for years of service to Jet Propulsion section.

Master Sgt. Myron Dippold & Tech. Sgt. Edgardo Alicea (AMXS) were presented with a Letter Of Appreciation for their hard work during the Alaska Deployment.

NEW MEMBERS

MXS-Jet Propulsion

Staff Sgt. Clint Mead

Senior Airman Keith Williams

Senior Airman John F Radcliffe, Jr.

Airman 1st Class Shawn Butler

Airman 1st Class Kayla Bouchard

Airman 1st Class David Thomas

Airman 1st Class Lisa Walter

Staff Sgt. David Frasier - Currently TDY for 365 days from Ohio

MXS-Avionics

Senior Airman Hope Schumacher

Airman 1st Class Josef Notter

MXS-Fabrication

Tech. Sgt. Harold Fuller

Senior Airman Kevin Johnson

Aircraft Maintenance Squadron

Major Strider Sulley

Senior Airman Keith Russo

Airman Mark McCassin

Education cont. from PG 12

CCAF does not issue the same degree twice to the same individual. CCAF, with the last catalog, has changed the program from Information Management to Human Resource Management. If you were enrolled in the Information Management program you can change to the new Human Resource Management

degree program but talk to your CCAF advisor prior to see if this is in your best interest.

Can I bring the Education office my transcripts to have my courses loaded into CCAF?

No. Recently CCAF has changed their policy on transcript acceptance. They will only accept official transcripts directly

mailed from the institution itself. Here is the CCAF address for you to have your institution send official transcripts to.

CCAF/DFRS

130 West Maxwell Blvd

Maxwell AFB AL 36112-6613

Recruiter Rap

Please give a warm welcome to our newest members:

Tech. Sgt.. Harold Fuller, MXS
 Capt. Strider Sulley, ARS
 Airman 1st Class Keith Russo, AMXS
 Senior Airman Dan Jones, LRS
 Staff Sgt.. Jeanne Garretson, MSF
 Airman 1st Class Kevin Johnson, MXS
 Airman Mark McCassin, AMXS
 Senior Airman Shilo Waters, CMF

Happy New Year! We hope you all had a wonderful holiday season! Lets start the year off right by setting a New Years Resolution to bring more folks into our unit. I know we continue to plug the unit members for leads, but you truly are our best source of qualified applicants.

We have hired a full-time administrator to replace Staff Sgt. Mercier. Please welcome Senior Airman Darsy Cote to our team. Darsy comes to us from the Medical Group as a Public Health Specialist. Her outgoing personality and depth of customer service abilities make her a much-needed asset to our team.

We are participating in our quarterly job fair to be held at the Frank Jones center on January 25. If you would like to attend and help us out, we would love to have your section represented. This would be a great opportunity for your shop to get the word out about your current vacancies, and exposure to what you do.

Our continued thoughts and prayers go out to Senior Master Sgt. Shannon Tolley who has been out for some time due to her motorcycle accident. We wish her the best of luck in her recovery and expect to have her back in the office this month. We miss you Shannon.

OUR RECRUITING TEAM
1-800-257-9368

NEWS FROM THE RETENTION OFFICE

By Master Sgt. Norma Long

Members currently on the Student Loan Repayment Program will see an increase effective Oct. 1, 2004 to \$3,500 per member per year. That is the MAXIMUM payment allowable per member, not to exceed the \$20,000 lifetime cap per member. Everyone currently in the program will now fall under these annual cap guidelines. The portion or amount of the loans when totaled together that may be repaid is 15% or \$500 per loan, whichever is greater, up to a maximum of \$3,500. Loans must be 1 year old at the time of the member's anniversary date.

I will be posting current information and reminders in the public folders under RETENTION. Please review this area once a month to see any changes in our retention programs. The pay date to qualify for a bonus went from 14 years to 16 years allowing a member to receive two reenlistment bonuses. Student Loan Program stayed at 14 years pay date. Please review the log letter and incentive AFSC's posted on the public folders.

Enlisted Health Professional Stipend Program: In order to qualify for this incentive, enlisted members must be enrolled as a third or fourth year student in an accredited baccalaureate program leading to a degree as a Physicians Assistant or Nurse. The military position your assigned to have no factor in making you eligible for this program.

If you have any questions on the above please contact me in Retention at 430-3507. Thank you,
 Master Sgt. Norma Long



Guard Talk

by Senior Master Sgt. Valerie Morgan
Wing Human Resources Advisor

Guard Talk welcomes your submissions. If you have something interesting or a special event that you'd like to share, please give me a call at tel: (603) 430-3151, fax: 430-2456 or drop a line to 157 ARW/HRA,

302 Newmarket Street, Pease ANGB, NH 03803-0157E-mail address: valerie.morgan@NHPEAS.ANG.AFMIL

• Congratulations to **Kim and David Roger (MXS)** on the birth of their third child, a daughter, **Kaelyn Elizabeth**, who was born on Oct. 15 at 2:44 pm. Baby Kaelyn weighed in at 7 lbs 11 oz. She has a big brother, **Derek**, 8, and a big sister, **Allyson**, 6. Dave is a full-time crew chief in the Flightline Section. Kim is currently on maternity leave from her full-time job at Verizon in Manchester. The family resides in Barrington.

• Warmest wishes go out to **Beth True-Gibb and Peter Gibb (SFS)** on the arrival of their second child, **Heather Mae**, who came into the world on Nov. 19. Baby Heather weighed in at 8 lbs 11 oz and measured 21 inches long. She has a big brother, **Timothy**, who is 3. Peter is a full-time AGR in the Security Forces Squadron. Beth is a veterinarian in Rochester. The family makes their home in Fremont.

• **Judy and Mike Sullivan (RET MXS)** stopped by Personnel recently to renew their ID cards. Mike retired from the NHANG in 2003. At the time of his retirement, he was working in Job Control. Judy retired last June after serving some 40 years in the insurance business. Her last employment in the insurance industry was with North American Specialty Insurance where she worked for 12 years. Mike and Judy now live in Columbia, N.H.

• **Dan Demers (LRS)** was very busy last summer playing the character "Bogey" in Woody Allen's 1960's comedy at the Masonic Hall in Northwood. This was not Dan's first time on stage. He has been in numerous productions over the years performing in various theaters. Dan is currently serving as a temporary technician in the Vehicle Maintenance Section of the Logistics Readiness Squadron. Way to go, Dan!

• Congratulations to **Paul Young (Ret CES) and Diana Young (NHARNG)** on the birth of their grandson, **Trace Allen Green**, who arrived five weeks early on Aug. 16 at 7:11 p.m. Baby Trace weighed in at a mere 5 lbs 10 ½ oz and measured 18 inches long. He is the son of Paul and Diana's daughter, **Christina Green**. Paul retired from the NHANG in 2002. At the time of his retirement, he was serving as a Heavy Equipment Operator in the Civil Engineering Squadron. He is still working full-time for the Postal Service in Concord. Diana serves as the full-time Chief, Personnel Services Branch for the NHARNG at the State Military Reservation in Concord. They make their home in Concord.

• **Mark Joyce (MXS)** has recently returned to his full-time technician position in the Analysis Section of the Maintenance Squadron after spending over four years on active duty with Counter Drug Task Force in Concord. Mark worked in the Intel arena and was assigned to the U.S. Attorney's Office. Militarily, he serves as a First Sergeant in Maintenance. Welcome back to Pease, Mark!

**THAT'S ALL FOR THIS TIME,
FOLKS! SEE YOU
IN FEBRUARY!**

Drill Dates

DEPARTMENT OF THE AIR FORCE
157 ARW/PA
302 NEWMARKET STREET, BLDG 16
PEASE ANGB, NH 03803-0157

OFFICIAL BUSINESS

TO THE FAMILY OF: